Lampiran. 1 Kuisioner Penelitian

Kuisioner Penelitian

**KINERJA KARYAWAN DITINJAU DARI MOTIVASI, DISIPLIN KERJA DAN PENGEMBANGAN KARIR DI MASA *PANDEMIC COVID-19***

(Studi Kasus pada Karyawan Dinas Kesehatan di Balaikota Surakarta)

**Nama** **:** ……………………………

**Asal Kota** **:**……………………………..

**Jenis Kelamin :**  Laki-laki

Perempuan

**Usia**   **:**

51 Tahun Keatas

20-35 Tahun

36-51 Tahun

SMA

**Pendidikan**  **:**

S1

D1/D2/D3/D4

S3

S2

Kepala Dinas

**Bidang Kerja :**

Sub. Bag. Umum dan Kepegawaian

Sub. Bag. Keuangan

Sub. Bag. PEP

SDMK

P2P

Lainya……………………….

**STS = Sangat Tidak Setuju**

**TS = Tidak Setuju**

**N = Netral**

**S = Setuju**

**SS = Sangat Setuju**

Beri tanda (✓) pada kolom di bawah ini sesuai dengan jawaban yang anda pilih!

**Kinerja Karyawan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **1.** | Saya selalu mengerjakan pekerjaan sesuai dengan target yang telah diberi. |  |  |  |  |  |
| **2.** | Saya selalu memberikan hasil yang terbaik sesuai kemampuan. |  |  |  |  |  |
| **3.** | Hasil kerja yang baik dapat meningkatkan kualitas kinerja karyawan. |  |  |  |  |  |
| **4.** | Saya sangat teliti dalam mengerjakan pekerjaan. |  |  |  |  |  |
| **5.** | Saya selalu hadir dan pulang kerja tepat pada waktunya. |  |  |  |  |  |
| **6.** | Saya tidak pernah bolos saat hari kerja. |  |  |  |  |  |
| **7.** | Saya dapat bekerja secara kelompok demi mewujudkan visi dan misi organisasi. |  |  |  |  |  |

**Motivasi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **1.** | Keinginan dan kebutuhan dalam diri dapat memacu karyawan untuk bekerja secara optimal di masa *Pandemic Covid-19.* |  |  |  |  |  |
| **2.** | *Reward* dan jaminan kesehatan sangat penting untuk motivasi bekerja karyawan. |  |  |  |  |  |
| **3.** | Saya tetap semangat untuk menyelesaikan tugas yang diberi saat *Work From Home* ataupun saat bekerja di kantor. |  |  |  |  |  |
| **4.** | Kurangnya motivasi dapat mengurangi semangat kerja. |  |  |  |  |  |
| **5.** | Saya mempunyai inisiatif dalam bekerja, mengerjakan dan menyelesaikan pekerjaan tanpa harus diperintah. |  |  |  |  |  |
| **6.** | Saya dapat menemukan solusi untuk kendala yang saya dapat dalam bekerja |  |  |  |  |  |
| **7.** | Saya dapat menjaga agar lingkungan kerja tetap kondusif dan sehat dengan selalu menjaga kebersihan demi kenyamanan dan keselamatan bersama di masa *Pandemic Covid-19.* |  |  |  |  |  |

**Disiplin Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **1.** | Kehadiran dalam kantor merupakan prioritas saya dalam bekerja. |  |  |  |  |  |
| **2.** | Saya dapat bekerja secara efektif dan efisien demi hasil kerja yang baik. |  |  |  |  |  |
| **3.** | Saya selalu bekerja dengan penuh rasa tanggungjawab. |  |  |  |  |  |
| **4.** | Saya tidak pernah meninggalkan tempat kerja tanpa izin. |  |  |  |  |  |
| **5.** | Semangat kerja yang baik akan berpengaruh pada kinerja karyawan. |  |  |  |  |  |
| **6.** | Saya selalu menjaga sopan santun di manapun saya berada, untuk menjaga nama baik organisasi. |  |  |  |  |  |
| **7.** | Saya selalu bekerja sungguh-sungguh demi mencapai tujuan organisasi dengan hasil yang optimal. |  |  |  |  |  |

**Pengembangan Karir**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **1.** | Bagian dan tugas dalam kantor sudah sesuai dengan latar belakang pendidikan masing-masing karyawan. |  |  |  |  |  |
| **2.** | Karyawan pada Dinas Kesehatan di Balai Kota Surakarta selalu diberi pelatihan kerja untuk menambah wawasan dan *skill* dalam bekerja. |  |  |  |  |  |
| **3.** | Pelatihan kerja pada Dinas Kesehatan di Balai Kota Surakarta rajin terselenggara. |  |  |  |  |  |
| **4.** | Pelatihan kerja rata di dapat pada semua karyawan pada Dinas Kesehatan di Balai Kota Surakarta. |  |  |  |  |  |
| **5.** | Saya memiliki pengalaman kerja tidak hanya pada Dinas Kesehatan di Balai Kota Surakarta. |  |  |  |  |  |
| **6.** | Saya pernah bekerja di instansi lain selain pada Dinas Kesehatan di Balai Kota Surakarta. |  |  |  |  |  |
| **7.** | Pengalaman kerja sangat penting dalam dunia pekerjaan. |  |  |  |  |  |

Lampiran. 2 Data Responden

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No** | **JENIS KELAMIN** | **USIA** | **TINGKAT PENDIDIKAN** | **BIDANG KERJA** |
| 1 | Perempuan | 36-51 Tahun | S2 | Kepala Dinas |
| 2 | Laki-laki | 36-51 Tahun | S1 | Sub. Bag. Umum dan Kepegawaian |
| 3 | Laki-laki | 36-51 Tahun | SMA | Sub. Bag. Umum dan Kepegawaian |
| 4 | Laki-laki | 36-51 Tahun | SMA | Sub. Bag. Umum dan Kepegawaian |
| 5 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Keuangan |
| 6 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Keuangan |
| 7 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Keuangan |
| 8 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Keuangan |
| 9 | Laki-laki | 36-51 Tahun | S1 | Sub. Bag. Keuangan |
| 10 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Keuangan |
| 11 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Pep |
| 12 | Perempuan | 36-51 Tahun | S2 | Sub. Bag. Pep |
| 13 | Laki-laki | 36-51 Tahun | S1 | Sub. Bag. Pep |
| 14 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Pep |
| 15 | Perempuan | 36-51 Tahun | D3 | Sub. Bag. Umum dan Kepegawaian |
| 16 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Keuangan |
| 17 | Perempuan | 51 Tahun ke atas | S1 | Sub. Bag. Keuangan |
| 18 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Umum dan Kepegawaian |
| 19 | Perempuan | 36-51 Tahun | S2 | Sub. Bag. Keuangan |
| 20 | Laki-laki | 51 Tahun ke atas | S1 | Sub. Bag. Umum dan Kepegawaian |
| 21 | Perempuan | 36-51 Tahun | S1 | Sub. Bag. Umum dan Kepegawaian |
| 22 | Perempuan | 36-51 Tahun | S1 | Sekretaris |
| 23 | Laki-laki | 36-51 Tahun | S1 | SDMK |
| 24 | Perempuan | 20-35 Tahun | S2 | SDMK |
| 25 | Laki-laki | 36-51 Tahun | S1 | SDMK |
| 26 | Perempuan | 36-51 Tahun | D3 | SDMK |
| 27 | Perempuan | 36-51 Tahun | S1 | SDMK |
| 28 | Laki-laki | 51 Tahun ke atas | SMA | SDMK |
| 29 | Perempuan | 36-51 Tahun | S1 | SDMK |
| 30 | Laki-laki | 20-35 Tahun | D3 | SDMK |
| 31 | Perempuan | 36-51 Tahun | S2 | P2P |
| 32 | Laki-laki | 36-51 Tahun | S2 | P2P |
| 33 | Laki-laki | 51 Tahun ke atas | S2 | P2P |
| 34 | Laki-laki | 36-51 Tahun | S1 | P2P |
| 35 | Perempuan | 36-51 Tahun | D3 | P2P |
| 36 | Laki-laki | 36-51 Tahun | D3 | P2P |
| 37 | Perempuan | 36-51 Tahun | D3 | P2P |
| 38 | Perempuan | 20-35 Tahun | S1 | P2P |
| 39 | Perempuan | 36-51 Tahun | S1 | P2P |
| 40 | Laki-laki | 36-51 Tahun | S1 | P2P |
| 41 | Perempuan | 36-51 Tahun | S1 | Bidang Kesmas |
| 42 | Perempuan | 36-51 Tahun | S2 | Bidang Kesmas |
| 43 | Laki-laki | 51 Tahun ke atas | S2 | Bidang Kesmas |
| 44 | Laki-laki | 51 Tahun ke atas | S1 | Bidang Kesmas |
| 45 | Perempuan | 20-35 Tahun | S1 | Bidang Kesmas |
| 46 | Perempuan | 36-51 Tahun | S1 | Bidang Kesmas |
| 47 | Perempuan | 36-51 Tahun | S1 | Bidang Kesmas |
| 48 | Perempuan | 36-51 Tahun | S1 | Bidang Kesmas |
| 49 | Perempuan | 36-51 Tahun | S1 | Bidang Kesmas |
| 50 | Laki-laki | 51 Tahun ke atas | D3 | Bidang Kesmas |
| 51 | Perempuan | 36-51 Tahun | S1 | Bidang Kesmas |
| 52 | Perempuan | 36-51 Tahun | D3 | Bidang Kesmas |
| 53 | Perempuan | 20-35 Tahun | S1 | Bidang Yankes |
| 54 | Perempuan | 36-51 Tahun | S1 | Bidang Yankes |
| 55 | Perempuan | 51 Tahun ke atas | S1 | Bidang Yankes |
| 56 | Perempuan | 36-51 Tahun | S1 | Bidang Yankes |

Lampiran. 3 Tabulasi Data Variabel

Tabulasi Data Variabel Kinerja Karyawan

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **KINERJA KARYAWAN (Y)** | | | | | | |
|  | **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 2 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 6 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 9 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 14 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 15 | 3 | 4 | 5 | 3 | 4 | 5 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 19 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 20 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| 21 | 4 | 4 | 5 | 4 | 4 | 2 | 4 |
| 22 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 23 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 25 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 26 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 27 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 30 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| 35 | 4 | 4 | 5 | 4 | 4 | 2 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 39 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 42 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 43 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 44 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 45 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 46 | 4 | 4 | 2 | 4 | 2 | 4 | 4 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 49 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 50 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 51 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54 | 5 | 5 | 4 | 4 | 5 | 4 | 5 |
| 55 | 4 | 2 | 4 | 4 | 5 | 5 | 4 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

Tabulasi Data Variabel Motivasi

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **MOTIVASI (X1)** | | | | | | |
|  | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 2 | 5 | 5 | 5 | 3 | 4 | 4 | 4 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 6 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 14 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 15 | 3 | 5 | 5 | 2 | 4 | 4 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 18 | 3 | 4 | 4 | 4 | 5 | 5 | 5 |
| 19 | 5 | 4 | 5 | 5 | 5 | 4 | 4 |
| 20 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 22 | 5 | 5 | 5 | 3 | 4 | 4 | 4 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 25 | 5 | 5 | 4 | 5 | 4 | 4 | 5 |
| 26 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 5 | 4 | 4 | 5 | 5 | 4 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 34 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
| 38 | 4 | 4 | 4 | 2 | 4 | 4 | 4 |
| 39 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 42 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 43 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| 44 | 5 | 4 | 5 | 5 | 3 | 5 | 5 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 3 | 3 | 4 | 4 | 4 | 2 | 4 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 50 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 51 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 55 | 4 | 2 | 4 | 3 | 4 | 4 | 4 |
| 56 | 5 | 5 | 5 | 1 | 5 | 5 | 5 |

Tabulasi Data Variabel Disiplin Kerja

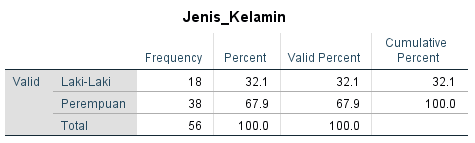
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **DISIPLIN KERJA (X2)** | | | | | | |
|  | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** |
| 1 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 2 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 6 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 7 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 8 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 9 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 11 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 12 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 13 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 14 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 15 | 3 | 3 | 3 | 5 | 5 | 5 | 4 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 3 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 20 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 22 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 23 | 4 | 5 | 4 | 4 | 4 | 5 | 5 |
| 24 | 3 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 3 | 4 | 4 | 5 | 5 | 5 | 4 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 27 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 30 | 4 | 5 | 4 | 5 | 5 | 5 | 4 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 35 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 39 | 5 | 5 | 5 | 3 | 5 | 5 | 5 |
| 40 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 41 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 44 | 3 | 5 | 5 | 4 | 5 | 5 | 5 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 2 | 2 | 4 | 5 | 4 | 4 | 4 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 55 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

Tabulasi Data Variabel Pengembangan Karir

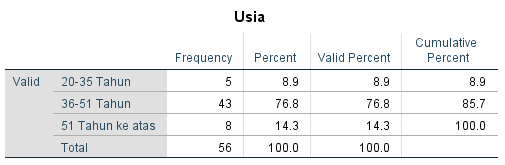
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | **PENGEMBANGAN KARIR (X3)** | | | | | | |
|  | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** |
| 1 | 5 | 4 | 4 | 5 | 3 | 4 | 4 |
| 2 | 2 | 4 | 5 | 5 | 3 | 5 | 5 |
| 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 |
| 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 |
| 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 |
| 6 | 5 | 4 | 4 | 5 | 3 | 4 | 5 |
| 7 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 8 | 5 | 4 | 4 | 5 | 3 | 4 | 5 |
| 9 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 10 | 5 | 4 | 4 | 5 | 3 | 4 | 5 |
| 11 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 12 | 5 | 4 | 4 | 5 | 3 | 4 | 5 |
| 13 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 14 | 5 | 4 | 4 | 5 | 3 | 4 | 4 |
| 15 | 3 | 5 | 4 | 3 | 5 | 5 | 5 |
| 16 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 17 | 3 | 3 | 3 | 3 | 4 | 4 | 5 |
| 18 | 3 | 4 | 4 | 3 | 4 | 2 | 5 |
| 19 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 20 | 5 | 4 | 4 | 5 | 4 | 3 | 4 |
| 21 | 2 | 4 | 3 | 3 | 5 | 5 | 5 |
| 22 | 4 | 4 | 4 | 5 | 3 | 4 | 5 |
| 23 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 24 | 3 | 3 | 3 | 3 | 5 | 5 | 5 |
| 25 | 3 | 4 | 4 | 3 | 5 | 1 | 5 |
| 26 | 4 | 4 | 4 | 4 | 5 | 1 | 5 |
| 27 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 28 | 2 | 5 | 5 | 5 | 5 | 2 | 4 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 30 | 4 | 4 | 3 | 4 | 4 | 5 | 4 |
| 31 | 3 | 4 | 4 | 5 | 3 | 4 | 5 |
| 32 | 4 | 4 | 4 | 4 | 5 | 2 | 5 |
| 33 | 4 | 4 | 3 | 4 | 3 | 3 | 4 |
| 34 | 5 | 4 | 4 | 5 | 4 | 3 | 4 |
| 35 | 2 | 4 | 4 | 4 | 5 | 5 | 5 |
| 36 | 4 | 4 | 4 | 4 | 5 | 2 | 5 |
| 37 | 5 | 4 | 4 | 5 | 4 | 3 | 4 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 39 | 3 | 4 | 5 | 5 | 3 | 4 | 5 |
| 40 | 3 | 4 | 4 | 3 | 5 | 5 | 5 |
| 41 | 4 | 4 | 4 | 4 | 4 | 2 | 4 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 43 | 4 | 4 | 4 | 4 | 2 | 2 | 5 |
| 44 | 4 | 4 | 3 | 3 | 4 | 4 | 5 |
| 45 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |
| 46 | 2 | 3 | 3 | 3 | 5 | 5 | 5 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 48 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 49 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 54 | 4 | 4 | 3 | 3 | 5 | 5 | 4 |
| 55 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 56 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |

Lampiran. 4 Deskripsi Data Responden

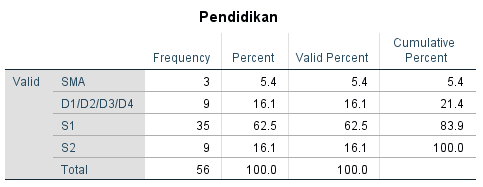
Hasil Output SPSS Statistik Deskriptif Jenis Kelamin Responden



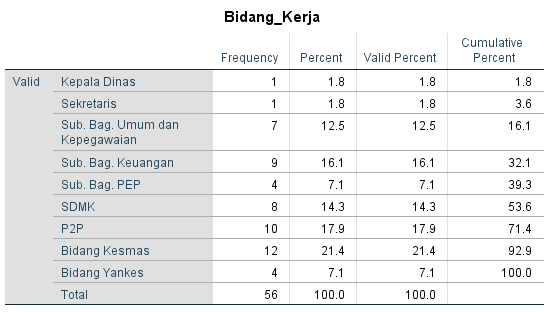
Hasil Output SPSS Statistik Deskriptif Usia Responden



Hasil Output SPSS Statistik Deskriptif Pendidikan Responden



Hasil Output SPSS Statistik Deskriptif Bidang Kerja Responden

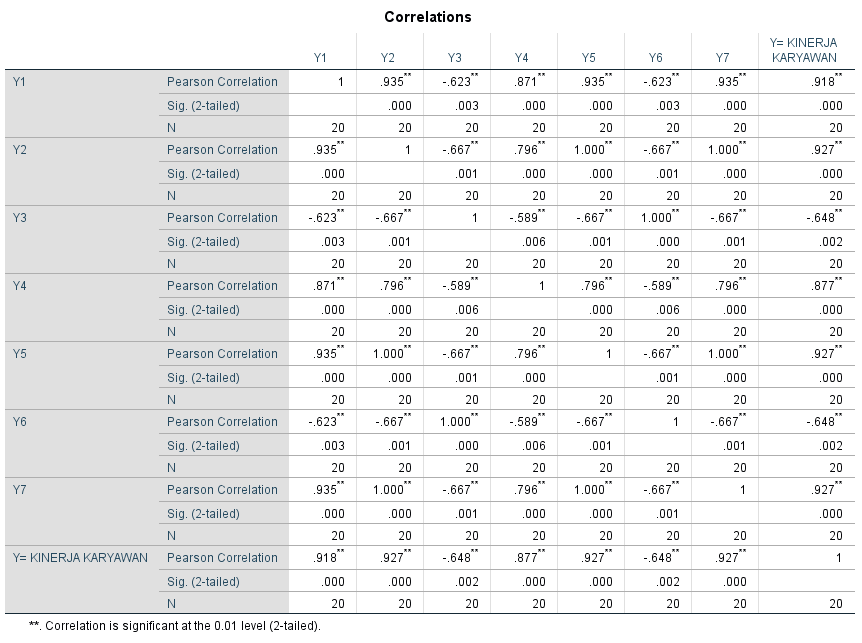


Lampiran 5.Scoring Uji Instrument

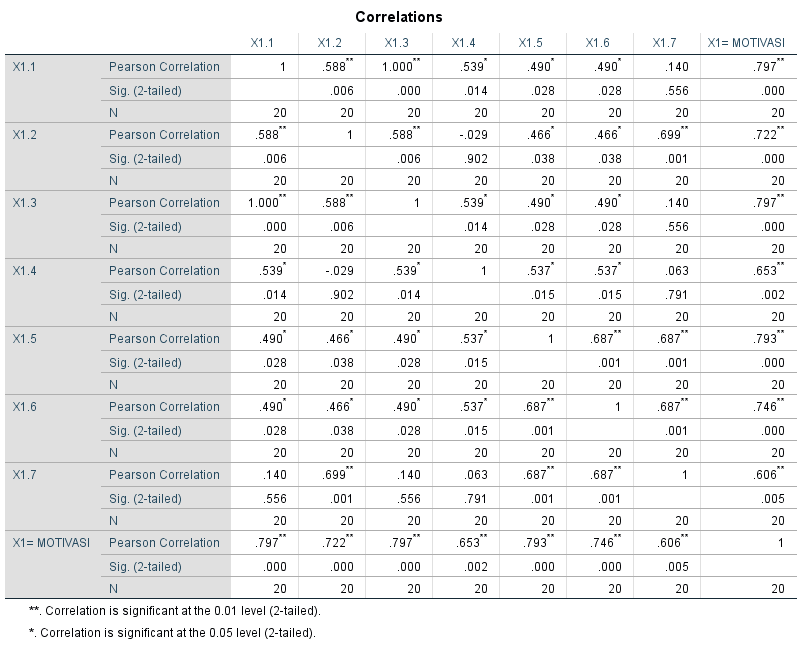
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Resp** | | | **KINERJA KARYAWAN (Y)** | | | | | | | | | | | | | | | | | | |
|  | | | **Y1** | | | **Y2** | | | **Y3** | | | **Y4** | | | **Y5** | | | **Y6** | | **Y7** | |
| 1 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 2 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | |
| 3 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 4 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 6 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | |
| 7 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 8 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | |
| 9 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | |
| 10 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 11 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 12 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 13 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | |
| 14 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | |
| 15 | | | 3 | | | 4 | | | 5 | | | 3 | | | 4 | | | 5 | | 5 | |
| 16 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | |
| 17 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | 4 | |
| 18 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 4 | | 5 | |
| 19 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | 5 | |
| 20 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | 4 | |
| **Resp** | **MOTIVASI (X1)** | | | | | | | | | | | | | | | | | | | | |
|  | **X1.1** | | | **X1.2** | | | **X1.3** | | | **X1.4** | | | **X1.5** | | | **X1.6** | | | | | **X1.7** |
| 1 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 2 | 5 | | | 5 | | | 5 | | | 3 | | | 4 | | | 4 | | | | | 4 |
| 3 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 4 | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | | | | 5 |
| 5 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 6 | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 5 | | | | | 5 |
| 7 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 8 | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 5 | | | | | 5 |
| 9 | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 5 | | | | | 5 |
| 10 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 11 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 12 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 13 | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 5 | | | | | 5 |
| 14 | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 5 | | | | | 5 |
| 15 | 3 | | | 5 | | | 5 | | | 2 | | | 4 | | | 4 | | | | | 5 |
| 16 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | | | 5 |
| 17 | 3 | | | 3 | | | 3 | | | 4 | | | 4 | | | 4 | | | | | 4 |
| 18 | 3 | | | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | | | 5 |
| 19 | 5 | | | 4 | | | 5 | | | 5 | | | 5 | | | 4 | | | | | 4 |
| 20 | 5 | | | 4 | | | 4 | | | 5 | | | 4 | | | 5 | | | | | 4 |
| **Resp** | | **DISIPLIN KERJA (X2)** | | | | | | | | | | | | | | | | | | | |
|  | | **X2.1** | | | **X2.2** | | | **X2.3** | | | **X2.4** | | | **X2.5** | | | **X2.6** | | **X2.7** | | |
| 1 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 2 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 3 | | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | | |
| 4 | | 5 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 5 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 6 | | 5 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | 5 | | |
| 7 | | 5 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | 5 | | |
| 8 | | 5 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | 5 | | |
| 9 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 10 | | 5 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | 5 | | |
| 11 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 12 | | 5 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | 5 | | |
| 13 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 14 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | 5 | | |
| 15 | | 3 | | | 3 | | | 3 | | | 5 | | | 5 | | | 5 | | 4 | | |
| 16 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | | |
| 17 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | 4 | | |
| 18 | | 3 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | | |
| 19 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | | |
| 20 | | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 5 | | 5 | | |
| **Resp** | | | **PENGEMBANGAN KARIR (X3)** | | | | | | | | | | | | | | | | | | |
|  | | | **X3.1** | | | **X3.2** | | | **X3.3** | | | **X3.4** | | | **X3.5** | | | **X3.6** | | **X3.7** | |
| 1 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 4 | |
| 2 | | | 2 | | | 4 | | | 5 | | | 5 | | | 3 | | | 5 | | 5 | |
| 3 | | | 3 | | | 4 | | | 5 | | | 5 | | | 4 | | | 4 | | 5 | |
| 4 | | | 3 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 4 | |
| 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 5 | |
| 6 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 5 | |
| 7 | | | 5 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | 5 | |
| 8 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 5 | |
| 9 | | | 5 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | 4 | |
| 10 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 5 | |
| 11 | | | 5 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | 5 | |
| 12 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 5 | |
| 13 | | | 5 | | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | 5 | |
| 14 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 4 | | 4 | |
| 15 | | | 3 | | | 5 | | | 4 | | | 3 | | | 5 | | | 5 | | 5 | |
| 16 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | 5 | |
| 17 | | | 3 | | | 3 | | | 3 | | | 3 | | | 4 | | | 4 | | 5 | |
| 18 | | | 3 | | | 4 | | | 4 | | | 3 | | | 4 | | | 2 | | 5 | |
| 19 | | | 4 | | | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | 5 | |
| 20 | | | 5 | | | 4 | | | 4 | | | 5 | | | 4 | | | 3 | | 4 | |

Lampiran. 6 Hasil Uji Validitas

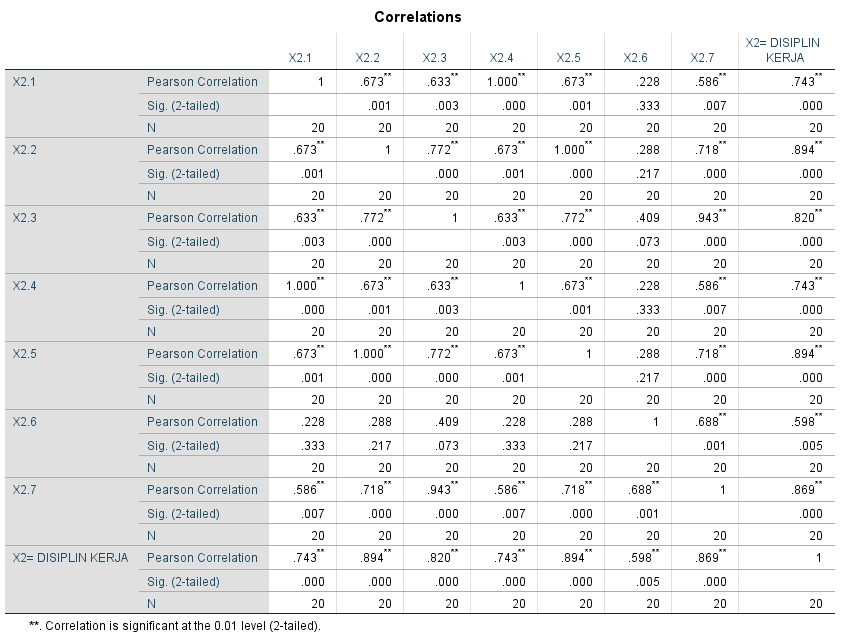
Hasil Output SPSS Uji Validitas Angket Kinerja Karyawan



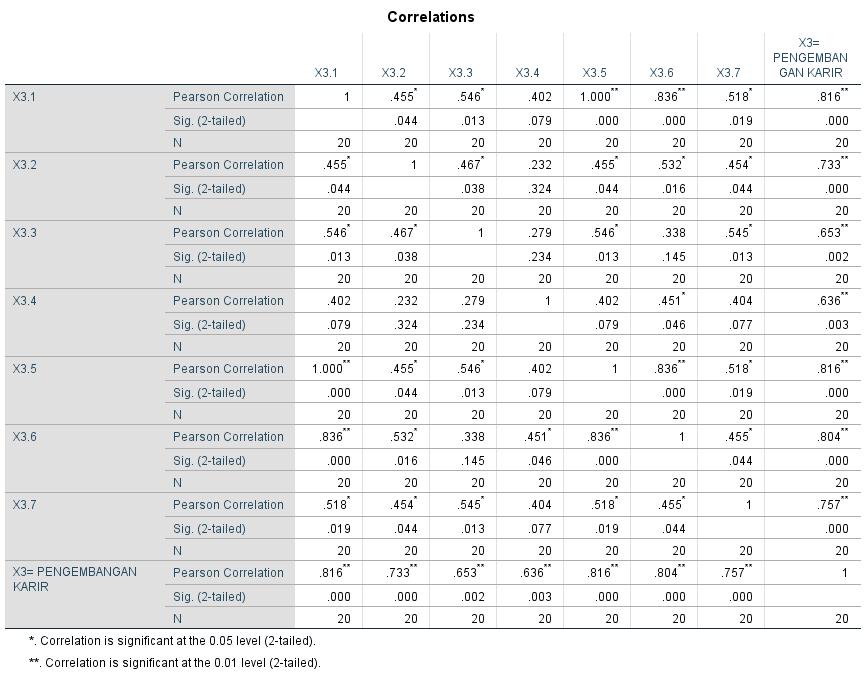
Hasil Output SPSS Uji Validitas Angket Motivasi



Hasil Output SPSS Uji Validitas Angket Disiplin Kerja

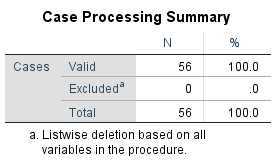


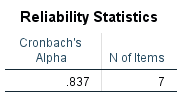
Hasil Output SPSS Uji Validitas Angket Pengembangan Karir

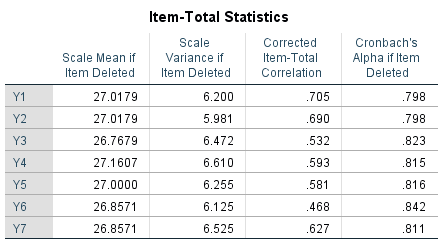


Lampiran. 7 Uji Reliabilitas

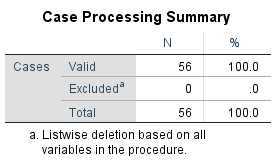
Hasil Output SPSS Uji Reliabilitas Variabel Kinerja Karyawan

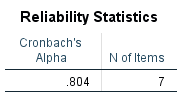


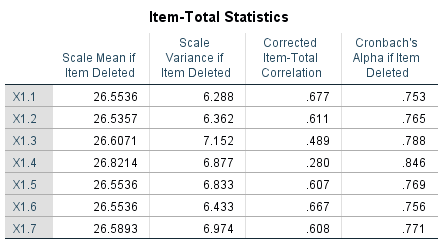




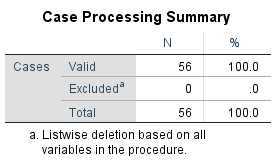
Hasil Output SPSS Uji Reliabilitas Variabel Motivasi

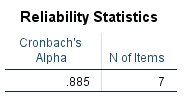


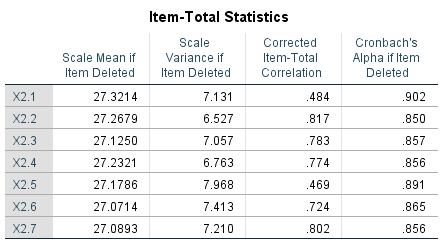




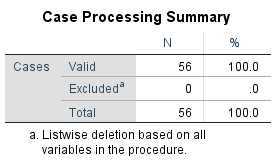
Hasil Output SPSS Uji Reliabilitas Variabel Disiplin Kerja

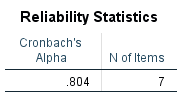


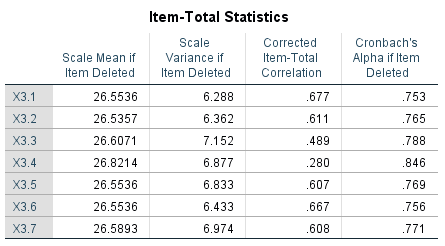




Hasil Output SPSS Uji Reliabilitas Variabel Pengembangan Karir

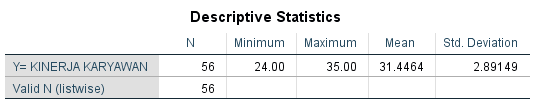




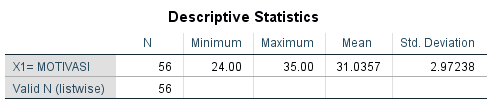


Lampiran. 8 Statistik Deskriptif Variabel

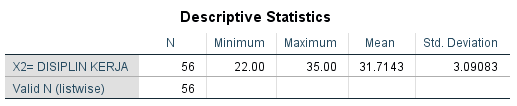
Hasil Output SPSS Statistik Deskriptif Variabel Kinerja Karyawan



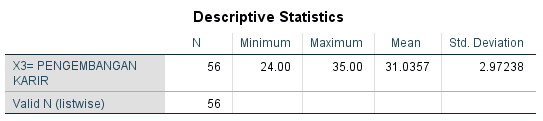
Hasil Output SPSS Statistik Deskriptif Variabel Motivasi



Hasil Output SPSS Statistik Deskriptif Variabel Disiplin Kerja

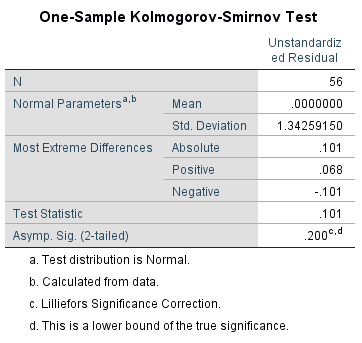


Hasil Output SPSS Statistik Deskriptif Variabel Pengembangan Karir



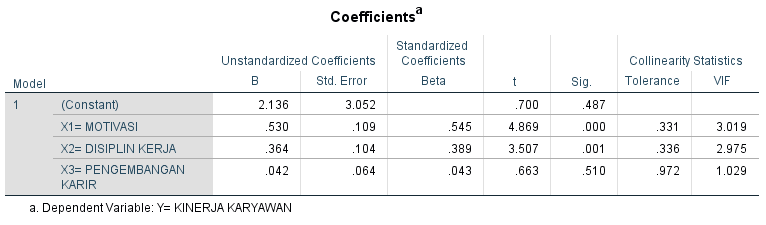
Lampiran. 8 Uji Normalitas

Hasil Output SPSS Uji Normalitas



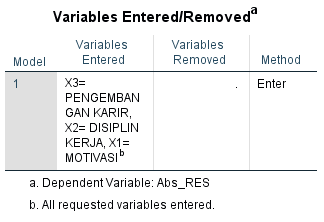
Lampiran. 9 Uji Multikolinieritas

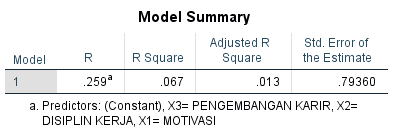
Hasil Output SPSS Uji Multikolinieritas dengan VIF dan Tolerance

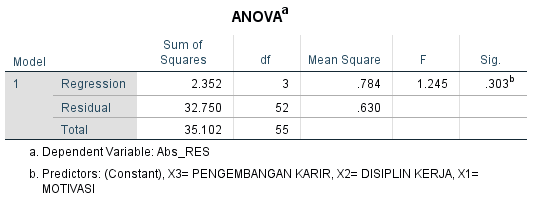


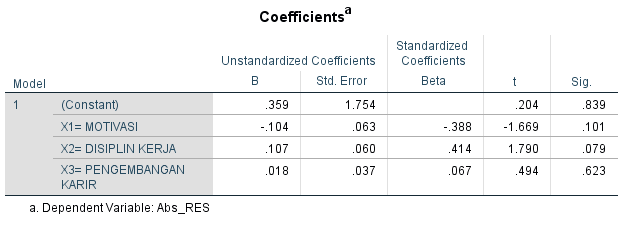
Lampiran.10 Uji Heterokedastisitas

Hasil Output SPSS Uji Heterokedastisitas



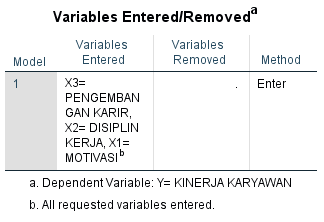


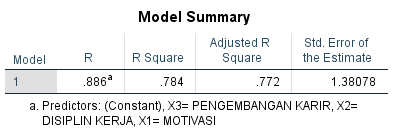


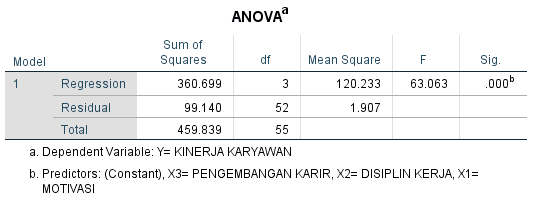


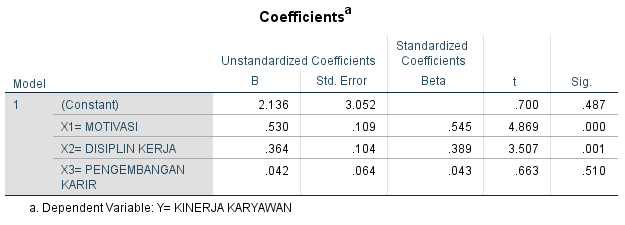
Lampiran.11 Uji Analisis Regresi Linier Berganda

Hasil Output SPSS Uji Analisis Regresi Linier Berganda

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